

Italy: Innovative sectoral agreements

1. Electricity sector introduces the value of people in companies.

After ENEL's landmark agreement which includes "the status of the person", the social partners in Italy's electricity sector have followed up with a national agreement that includes a "Charter on the value of people in companies". The agreement applies to 60,000 workers and is valid until December 2024. It has been negotiated by the employers as well as Filctem-Cgil, Flaei-Cisl and Uiltec.

Faced with industrial transformation, employer and trade union organisations have recognised the growing importance of social relations. The charter states that companies shall:

- Ensure adequate working conditions and remuneration that meet the aspirations of individuals
- Pay attention to the working conditions of employees of subcontractors.
- Commit to training, which should enable people to keep up with developments in the sector and the world of work.
- Seek an adequate level of consensus on company strategies on the part of employees.

In addition, there are significant increases in minimum wages as well as advances on employee participation, training and new skills. The minimum wage will increase by €243 over three years, including a productivity bonus of €15.

2. Energy-oil sector promotes individual assessment

In another recent Italian agreement, the social partners in energy and oil have agreed guidelines on the employee appraisal system, which is the only example in national collective bargaining that allows a dynamic salary element to be correlated with the quality of professional performance. They have identified four factors for evaluating employees, namely results, flexibility, proactivity, and the value of assigned resources. This new system is due to start in January 2023. The social partners in the sector are the employers as well as Filctem-Cgil, Femca-Cisl and Uiltec.

The increase in minimum wages, which takes into account an inflation forecast of 9% over three years, amounts to €215, paid in three tranches. parity. The new collective agreement reinforces training, both in terms of career progression (upskilling) and the acquisition of new skills for re-employability (reskilling). Employees will be provided with a 'skills booklet', which will certify the training they have completed

In it are major innovations such as an overall pay rise of €235 over three years, progress in terms of training and above all, fresh impetus for the sector's specific individual performance assessment system.

3. Italy: Social inclusion promoted in chemical-pharmaceutical agreement

On 13 June the chemical-pharmaceutical sector's social partners signed a new collective agreement that includes provision for a significant increase in minimum wages along with a specific mechanism to take account of inflation. The agreement also lays down foundations to accommodate digital transition and it devotes a comprehensive chapter to the topic of social inclusion especially as regards female and older workers. The new collective agreement is due to expire on 30 June 2025 and will now have to be approved by the employees' assemblies. It was negotiated by the employers (Filctem-Cgil, Femca-Cgil, Uiltec, Ugl Chimici, Failc-Confail, & Fialc-Cisal). The agreement applies to 210,000 workers.

The agreement provides for a €204 increase in the minimum salary level spread across 5 tranches.

Digital transformation. The social partners recognize that digital transformation poses three major challenges, namely remote working, industrial automation, and data analysis. The new agreement sets out guidelines for dealing with digitalization by defining four areas including work organization (working hours, flexibility models, jobs-profession matrix); skills (new professional profiles, training to develop a widespread digital culture); employment and employability (initial and ongoing training, inter-generational experience transmission); and participation by way of affiliation to complementary social protection systems. The agreement also proposes that companies in the sector create positions to coordinate and facilitate change, such as for instance a "digital facilitator manager" or a "change manager". The National Joint Observatory will also include two new divisions, one dedicated to digital transformation and the second to social inclusion and gender parity.

Social inclusion. The agreement intends to promote gender parity and generational renewal, especially by way of seeking solutions to overcome traditional gender divisions across job roles, as well as via information surveys in order to formulate initiatives geared to female and senior workers. The collective agreement aims to encourage company negotiations to address issues related to active ageing, cross-generational working practice, work-life balance, and parenthood. Lastly, the agreement provides for initiatives to encourage voluntary employee affiliation to the sector's complementary social protection systems.

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